

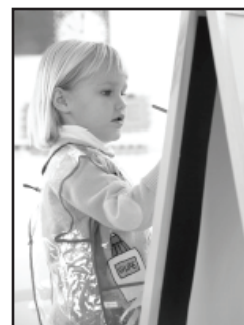
# Fact Sheet

## Profiles of Staff and Volunteers for North Dakota Head Start and Early Head Start

Volume 1, Number 3  
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North Dakota Head Start

### *North Dakota Head Start and Early Head Start Staff and Volunteer Profiles Highlights*

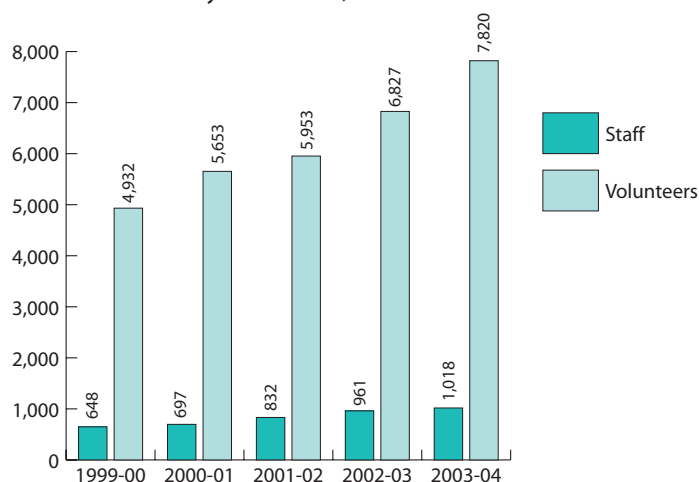
- Head Start staff and volunteer numbers continue to grow
- Head Start child development staff are well educated
- Head Start assistant teacher salaries lag
- Teacher turnover affects Head Start programs
- Head Start parents are active as staff and volunteers



### *Head Start Staff and Volunteer Numbers Continue to Grow*

Enrollments in North Dakota Head Start programs have been on the rise. (See our Fall 2005 *Fact Sheet* on enrollments.) Thus, it is no surprise that the total number of staff members also rose from 1999 to 2004. Total staff incorporates an array of full-time and part-time workers who provide services for Head Start children. Staff members increased from 648 in 1999-00 to 1,018 in 2003-04. At the same time, the total number of persons providing any volunteer services to North Dakota Head Start programs increased from 4,932 in 1999-00 to 7,820 in 2003-04.

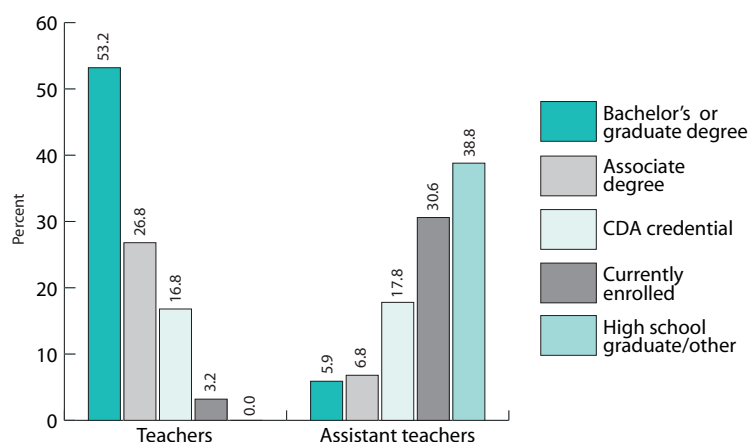
Figure 1. Staff and Volunteers for North Dakota Head Start and Early Head Start, 1999-2004



### *Head Start Child Development Staff are Well Educated*

More than half of North Dakota Head Start teachers had a bachelor's or graduate degree in 2003-04. An additional 26.8% had an associate degree in early childhood education or a related program while 16.8% had a Child Development Associate (CDA) credential. Nearly one-third (30.5%) of assistant teachers had obtained either a bachelors degree, associates degree, or CDA credential. An additional 30.6% of assistant teachers were currently enrolled in college or CDA training in 2003-04.

Figure 2. Percent of Teachers and Assistant Teachers in North Dakota Head Start and Early Head Start by Educational Attainment, 2003-04



#### *Data Source:*

Data obtained from Head Start Program Information Reports, 1999-2004.

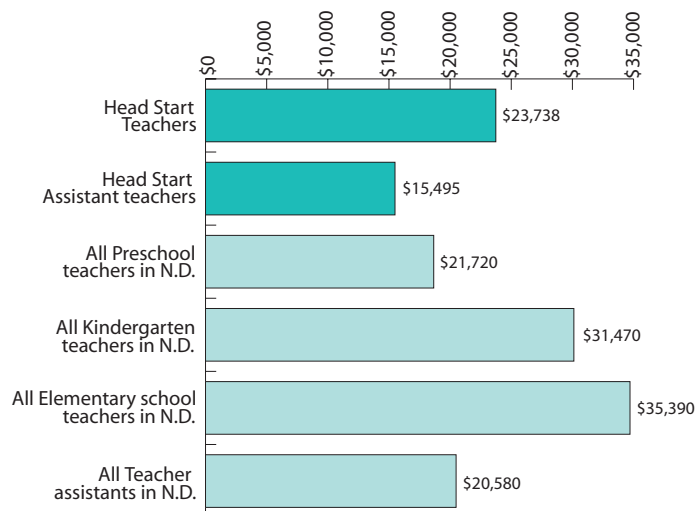
#### Our Mission

The goal of Head Start is to increase the social competence of children in low-income families and children with disabilities, and to improve their chances for school success.

## Head Start Assistant Teacher Salaries Lag

In 2003-04, the average salary for North Dakota Head Start teachers was \$23,738. This compares favorably to the average salary of all preschool teachers in the state in 2004 (\$21,720). In contrast, teacher assistants in North Dakota earned an average salary of \$20,580 in 2004 while Head Start assistant teachers earned an average of \$5,000 less (\$15,495) in 2003-04. The mean annual income for North Dakota workers was \$30,620 in November 2004. [Data on North Dakota teacher salaries were obtained from the U.S. Department of Labor, Bureau of Labor Statistics, Nov. 2004.]

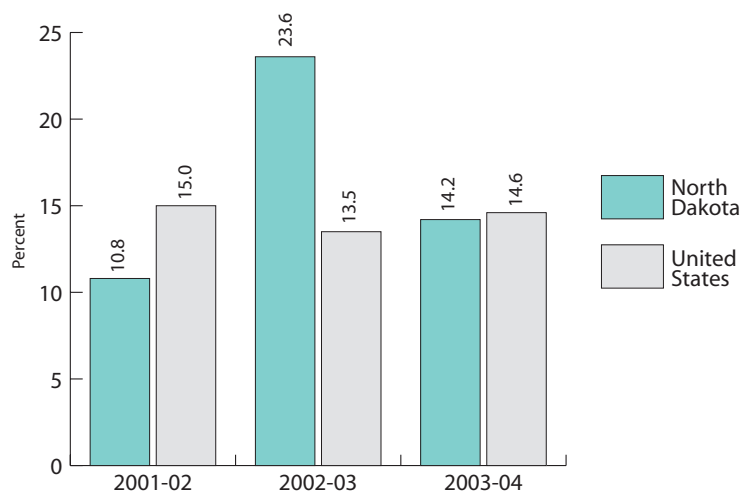
Figure 3. Average Salary of North Dakota Head Start Teachers & Assistant Teachers (2003-04) and Select North Dakota Teachers & Teacher Assistants (2004)



## Teacher Turnover Affects Head Start Programs

Over the past several years, Head Start teacher turnover has been a significant issue for programs across the nation. On average, between 13.5% and 15.0% of the nation's Head Start teachers have left their jobs each year. The effects of teacher turnover have been more severe at times in North Dakota than in the nation, encompassing almost one quarter of all North Dakota Head Start teachers (23.6%) in 2002-03. About one in seven (14.2%) North Dakota Head Start teachers left their jobs in 2003-04. This proportion is particularly striking, given the high teacher turnover in the previous year.

Figure 4. Percent of Head Start Teachers Who Left Their Jobs, North Dakota and the United States, 2001-2004



## Head Start Parents are Active as Staff and Volunteers

Most North Dakota Head Start volunteers from 1999 to 2004 were persons who were current or former Head Start parents or guardians, although the number of other volunteers has been increasing in recent years. In addition, current or former Head Start parents have comprised between 38% to 45% of North Dakota Head Start staff from 1999 to 2004.

Figure 5. Percent of North Dakota Head Start Staff and Volunteers Who Are Former or Current Head Start Parents, 1999-2004

